



CENTER OF EXCELLENCE  
FOR LABOR MARKET RESEARCH

**ORANGE COUNTY**

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A photograph of a firefighter in full gear, including a helmet and protective jacket, kneeling and spraying a powerful stream of water from a hose. The background is filled with bright orange and yellow flames, creating a dramatic and intense scene.

**ORANGE COUNTY SECTOR PROFILE.**  
**PUBLIC SAFETY**

**2024**

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**ORANGE COUNTY  
REGIONAL CONSORTIUM**

**WORKFORCE  
DEVELOPMENT ALLIANCE**



California  
Community  
Colleges

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[Supplemental Appendices](#) are available as a companion to this report and include the following:

Appendix E: Public Safety Demand – Labor Market Data

Appendix F: Public Safety Supply – Community College and Non-Community College Awards



## INTRODUCTION

This report is the twelfth in a series of 12 sector profiles that aim to provide a comprehensive analysis of Orange County's occupational landscape. This series dives into each of the 12 community college sectors, offering historical and projected occupational insights while building upon foundational research established through the [Orange County Labor Market Overview](#).<sup>1</sup> This sector profile focuses on Public Safety, which the Orange County Region has ranked twelfth out of the 12 sectors based on the Orange County Labor Market Overview and corresponding region-wide survey of community colleges and key partners.

The Public Safety sector encompasses a wide range of occupations aimed at protecting and serving the community. This sector includes jobs that range from below middle-skill, such as *Parking Enforcement Workers (33-3041)\**, *School Bus Monitors (33-9094)\**, and *Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers (33-9092)\**, to middle-skill, like *Firefighters (33-2011)*, *Police and Sheriff's Patrol Officers (33-3051)*, and *Forensic Science Technicians (19-4092)#*. It also includes above middle-skill jobs, such as *Emergency Management Directors (11-9161)^* and *Probation Officers and Correctional Treatment Specialists (21-1092)^*.

These jobs collectively ensure public safety through various responsibilities, including law enforcement, fire prevention, emergency response, and community supervision. For example, *Detectives and Criminal Investigators (33-3021)* conduct investigations to solve crimes, while *Security Guards (33-9032)#* and *Transportation Security Screeners (33-9093)* work to maintain public safety and security in various environments. *Public Safety Telecommunicators (43-5031)* play a critical role in coordinating emergency response efforts by dispatching personnel to incidents. This sector's diverse skill levels and responsibilities highlight its importance in ensuring the safety, well-being, and order of communities.

The Public Safety sector is comprised of 29 occupations, 15 of which were highlighted in the Orange County Labor Market Overview. These 29 occupations account for 4% of the total number of occupations in the federal Bureau of Labor Statistics (BLS) Standard Occupational Classification (SOC) system and 7% (2) are on the U.S. News & World Report's 100 Best Jobs of 2024 list.<sup>2</sup>

Occupations are denoted throughout this report in italics, with their corresponding SOC code in parentheses, with below middle-skill occupations denoted with an \* and above middle-skill occupations denoted with a ^ and occupations that are on the U.S. News & World Report's 2024 100 Best Jobs list denoted by #, such as, *Forensic Science Technicians (19-4092)#*.

By examining key aspects such as occupational trends, major employers, skills, program completions, and opportunities, the OC COE seeks to highlight underlying dynamics and intricacies shaping the Public Safety sector in Orange County. Community colleges and regional stakeholders can use this information for strategic planning and data-informed decision making to address workforce needs in this sector.



# PUBLIC SAFETY OCCUPATIONAL DATA ANALYSIS

## Orange County's Occupational Landscape

The Public Safety sector is comprised of 29 occupations that accounted for 33,572 jobs in 2022, representing 2% of all jobs in Orange County. These jobs are expected to grow by 9% through 2027, resulting in 5,352 projected annual openings. (Note: due to limitations regarding NAICS classifications, the number of establishments for this sector is more than likely understated.)

### Public Safety Sector Key Facts



**33,572**

Number of Jobs  
in 2022



**3,037**

5-Year Change  
through 2027



**9%**

5-Year Percent  
Change



**5,352**

Annual  
Openings



**1,408**

Establishments



**\$14.46 - \$59.98**

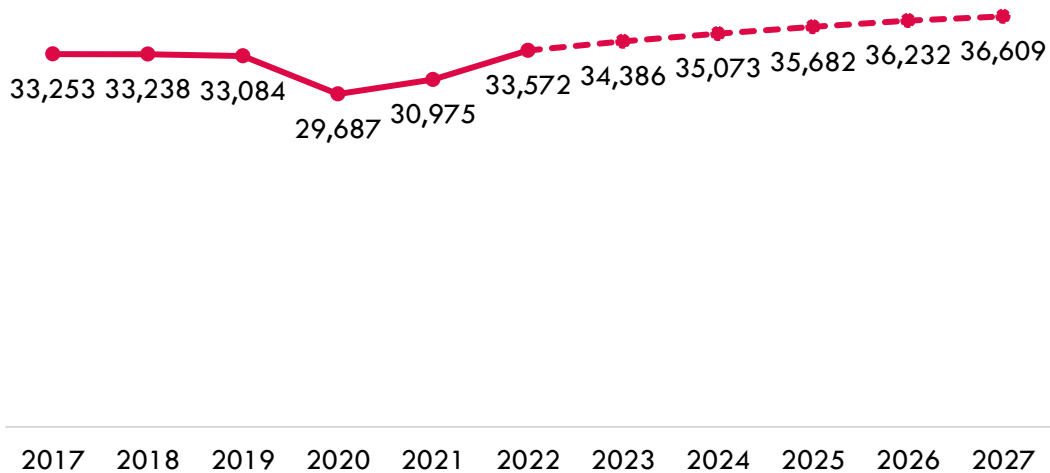
Occupational Entry-Level  
Wage Range



## Historical and Projected Employment

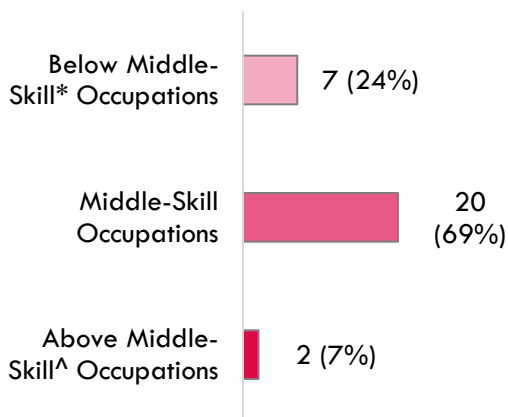
Over a 10-year period, from 2017 projected through 2027, Public Safety jobs have been and are projected to continue steadily slowly rise at a consistent pace, except for a drop during the State's shutdown in 2020 due to the COVID-19 pandemic-related economic downturn (Exhibit 1).

**Exhibit 1: Historical and Projected Public Safety Employment in Orange County (2017-2027)**

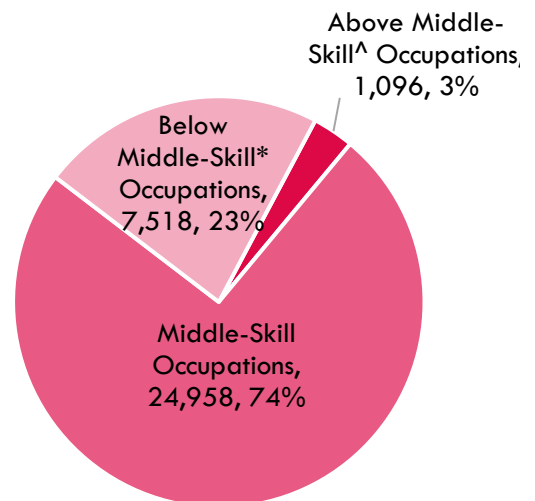


The 29 occupations in the Public Safety sector are categorized into 2 above middle-skill, 20 middle-skill, and 7 below middle-skill occupations (Exhibit 2). In 2022, the 20 middle-skill occupations accounted for 24,958 jobs, constituting 74% of the total Public Safety workforce; followed by the 7 below middle-skill occupations, with 7,518 jobs, representing 23% of the total workforce (Exhibit 3).

**Exhibit 2: Skill-Level for Public Safety Occupations**



**Exhibit 3: Breakdown of 2022 Jobs for Public Safety Occupations by Skill-Level**



*Note: Throughout this report, Below Middle-Skill Occupations are denoted with an \* and Above Middle-Skill Occupations are denoted with a ^.*

## Trends In Occupational Demand

As of late 2023, the Public Safety sector in Orange County and across California has been experiencing several notable trends influenced by technological advancements, policy changes, societal needs, and economic factors.<sup>3</sup> The following trends are likely to continue shaping the job landscape in the Public Safety sector:

### Increased Demand for Law Enforcement Personnel

- **Retention and Recruitment Challenges:** Many law enforcement agencies are grappling with high turnover rates and difficulties in recruiting new officers. California has seen a significant decline in law enforcement staffing levels, with the number of sworn officers per 100,000 residents reaching its lowest since 1994. Efforts to improve salaries, benefits, and work-life balance are ongoing to attract and retain talent.<sup>4</sup>
- **Diversity and Community Policing:** There is a heightened emphasis on building diverse police forces and implementing community policing strategies to enhance trust and collaboration between law enforcement and the communities they serve.<sup>5</sup>

### Expansion of Firefighting Roles

- **Wildfire Response:** Given California's susceptibility to wildfires, there is a sustained need for firefighters trained in wildfire suppression and prevention. This includes both career firefighters and specialized wildfire units.
- **Urban Firefighting:** In densely populated areas like Orange County, urban firefighting remains crucial, with an emphasis on advanced rescue techniques and hazardous materials handling.

### Technological Advancements and Cybersecurity

- **Adoption of Advanced Technologies:** Public safety agencies are increasingly integrating technologies such as body-worn cameras, drones, predictive policing software, augmented reality (AR) for training and field operations, and data analytics to enhance operational efficiency and accountability. Agencies, such as the Orange County Sheriff's Department, are embracing technologies like 5G to improve connectivity. This shift facilitates better response capabilities, especially in areas with varied geographic challenges.<sup>6</sup>
- **Cybersecurity Roles:** With the rise of cyber threats, there is a growing need for cybersecurity experts within public safety departments to protect sensitive information and infrastructure.<sup>7</sup>

### Training and Professional Development

- **Enhanced Training Programs:** Agencies are investing in comprehensive training programs that include de-escalation techniques, cultural competency, and mental health first aid to better prepare personnel for diverse scenarios.
- **Continuous Education:** Opportunities for ongoing education and certification are becoming more prevalent, allowing public safety professionals to advance their skills and career prospects.

### Legislative and Policy Changes

- **Police Reform Initiatives:** California has been at the forefront of implementing police reform measures aimed at increasing transparency, accountability, and community engagement. These initiatives influence hiring practices, training requirements, and operational protocols.
- **Budget Allocations:** State and local budgets are increasingly allocating funds to support public safety initiatives, though competition for resources remains intense. Funding priorities often include personnel expansion, equipment upgrades, and technology integration.

## Shift Towards Preventative Measures

- **Community-Based Programs:** There is a trend towards developing community-based programs that focus on prevention rather than reactive measures. This includes initiatives targeting substance abuse, homelessness, and youth engagement to reduce crime and emergency incidents.
- **Collaborative Efforts:** Public safety agencies are collaborating with other sectors, such as education, healthcare, and social services, to address the root causes of public safety issues.

## Career Opportunities and Advancement

- **Specialized Roles:** There is a growing number of specialized positions within public safety, including roles focused on cybercrime, forensic analysis, and tactical response teams.
- **Career Pathways:** Clear career pathways and advancement opportunities are attracting individuals to the public safety sector, offering roles that range from entry-level positions to leadership and administrative roles.

## Mental Health and Wellness Initiatives

- **Support Programs:** Recognizing the high-stress nature of public safety jobs, agencies are implementing mental health and wellness programs to support their workforce, reduce burnout, and improve job satisfaction.
- **Resilience Training:** Training programs that build resilience and coping strategies are becoming standard to help personnel manage the psychological demands of their roles.

## Regional Insights: Orange County vs. California

### Orange County:

- **Urban and Suburban Mix:** The County's unique blend of urban and suburban areas creates diverse public safety needs, from high-density policing to community outreach programs.
- **Tourism-Related Security:** With significant tourism, there is a consistent demand for public safety personnel to manage events, ensure safety in tourist hotspots, and address transient population challenges.
- **Economic Hub:** As an economic hub, Orange County may see higher competition for public safety jobs, but also more opportunities for specialized roles in corporate security and infrastructure protection.

### California (Statewide):

- **Varied Demographics:** California's diverse population requires public safety agencies to be culturally competent and adaptable to a wide range of community needs.
- **Rural vs. Urban Needs:** Statewide, there is a distinction between rural areas needing more basic emergency services and urban centers requiring advanced law enforcement and specialized units.
- **Environmental Challenges:** Beyond wildfires, California faces other environmental challenges, like earthquakes and floods, necessitating a versatile and prepared workforce.

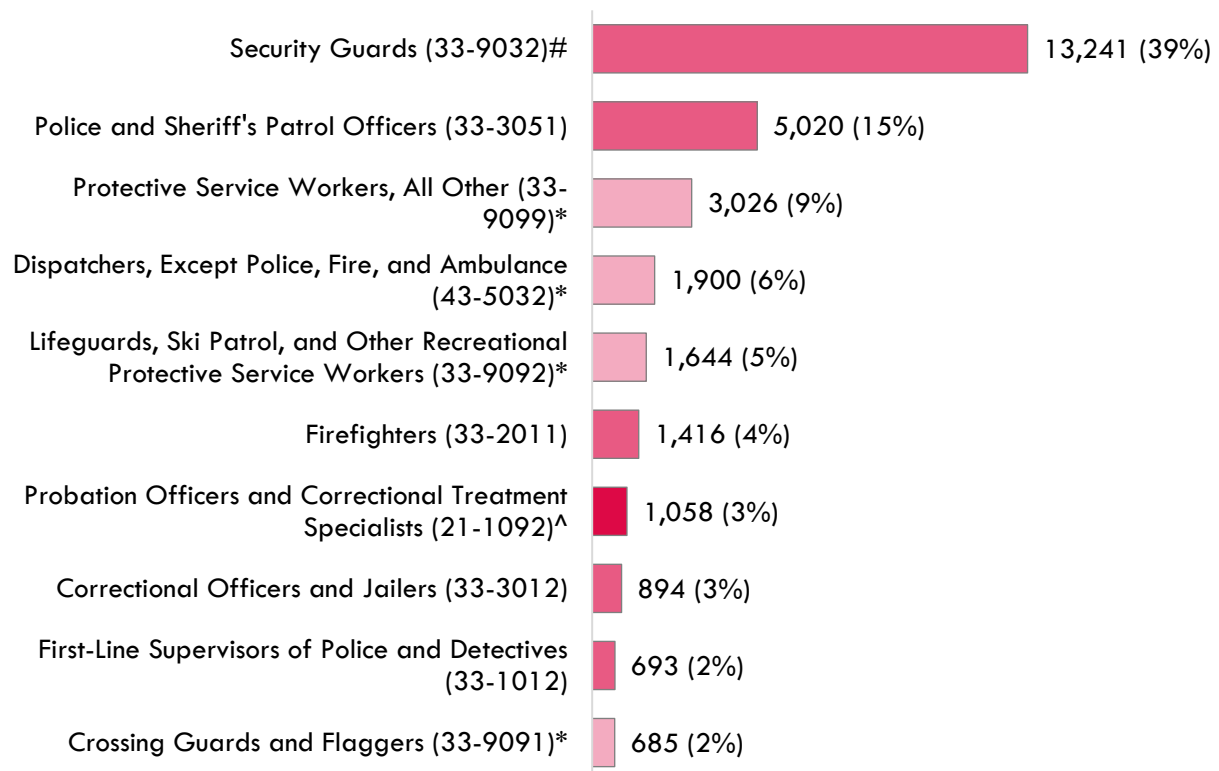
The Public Safety sector in Orange County and California is evolving to meet the dynamic needs of communities through technological integration, enhanced training, and a focus on preventative measures. While challenges such as recruitment, retention, and budget constraints persist, the sector offers a range of opportunities for those committed to serving and protecting the public. Prospective job seekers should stay informed about local agency requirements, pursue relevant training and certifications, and engage in continuous professional development to capitalize on the growing trends within this vital sector.

Regionally, the 29 occupations in this sector accounted for nearly 34,000 jobs in 2022 and are estimated to have over 5,300 annual openings through 2027 in Orange County. Jobs in this sector are projected to grow at a faster rate compared to all occupations in Orange County through 2027 and nearly two-fifths of the occupations (11 of 29) have entry-level wages above the MIT Living Wage for Orange County of \$30.48.<sup>8</sup> Nearly three-fourths (74%) of Public Safety jobs are for middle-skill occupations while the remaining jobs the remaining jobs are mostly below middle-skill occupations (22%), with few above middle-skill occupations (3%).

## Jobs

Jobs equate to the number of people currently in an occupation as opposed to unmet demand, which refers to the number of people still needed in an occupation. Comprising 39% of all jobs in the Public Safety sector, *Security Guards (33-9032)#*, a middle-skill occupation, ranks first with the most jobs (13,241), followed by *Police and Sheriff's Patrol Officers (33-3051)*, another middle-skill occupation (5,020), and *Protective Service Workers, All Other (33-9099)\**, a below middle-skill occupation (3,026). All top 10 Public Safety jobs, 2022 are shown in Exhibit 4.

**Exhibit 4: Top 10 Public Safety Jobs, 2022**

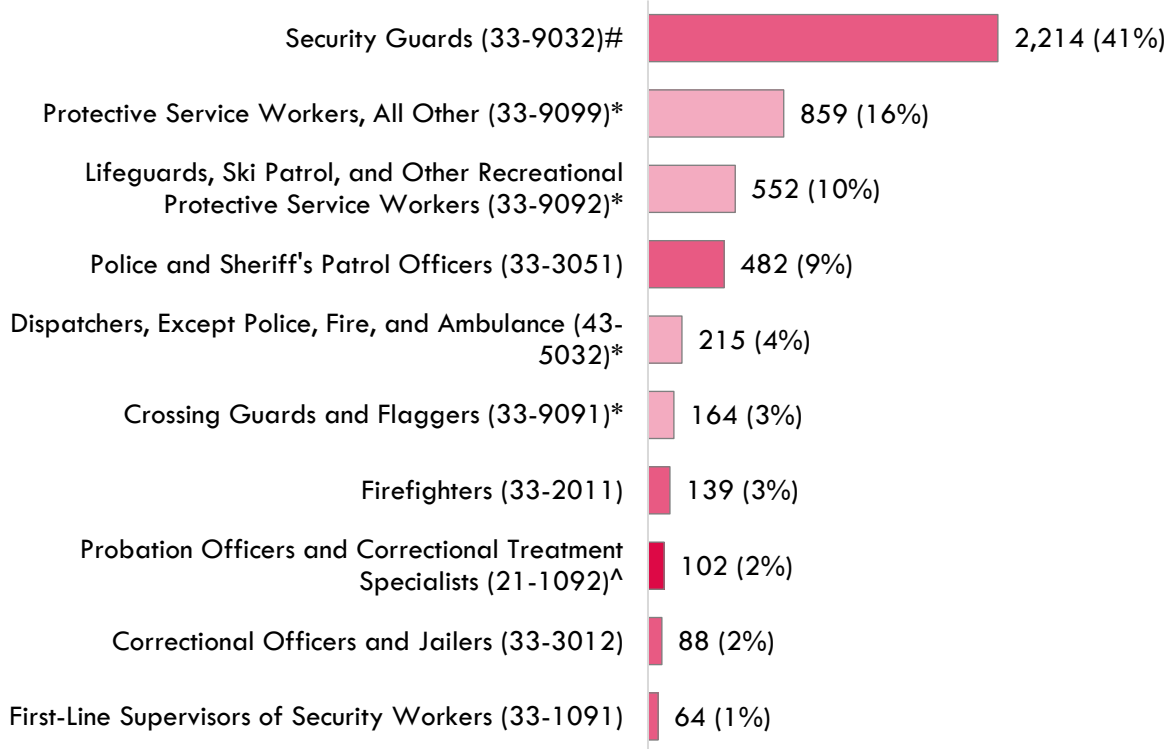




## Annual Openings

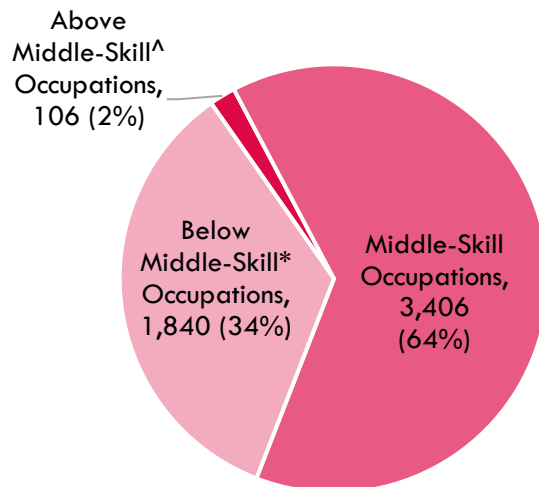
There are 5,352 Public Safety annual openings, also known as “demand” or “unmet demand”, in Orange County. *Security Guards (33-9032)*# accounts for the largest percentage of Public Safety annual openings (41%), with *First-Line Supervisors of Security Workers (33-1091)* (1%) rounding out Public Safety’s top 10 annual openings, as shown in Exhibit 5.

**Exhibit 5: Top 10 Annual Openings by Public Safety Occupation**



Middle-skill occupations comprise 64% of all annual openings in the Public Safety sector followed by below middle-skill occupations (34%). Exhibit 6 shows the annual openings by skill-level.

**Exhibit 6: Distribution of All Public Safety Annual Openings by Skill-Level**

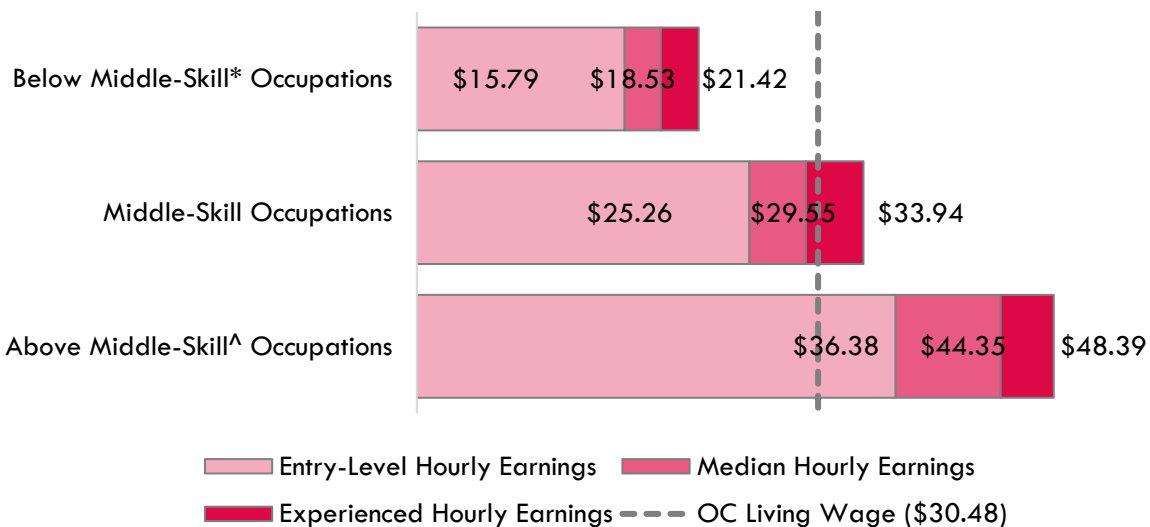


## Earnings

In Orange County, the MIT Living Wage for one adult is \$30.48 per hour, which is the floor benchmark for wages in the county. Of the 29 occupations, 38% (11 occupations) have entry-level wages above Orange County’s living wage. However, base entry-level wages across all 29 Public Safety occupations range from \$14.46 to \$59.98 per hour, with *Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers (33-9092)\** and *First-Line Supervisors of Police and Detectives (33-1012)* at the lower- and upper-end of this range, respectively. These figures only look at base hourly wages, and do not include the additional pay differentials (e.g., shift) or incentive pay (e.g., education, language, assignment, etc.) that can raise hourly wages and are common in the public safety sector occupations with bargaining units such as those for police officers and firefighters.

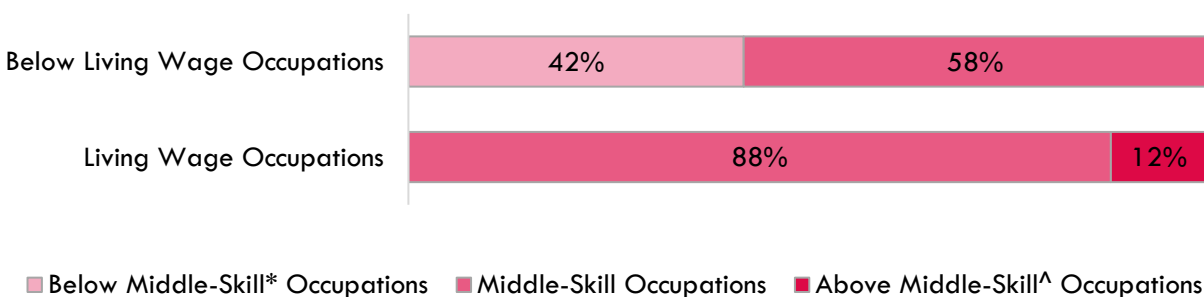
To better understand Public Safety sector wages in Orange County, wages are weighted by the number of 2022 jobs. This accounts for wage variation between occupations by normalizing the data based on the number of jobs. It adjusts for situations like a large number of low-wage jobs, a small number of high-wage jobs, or any combination of the two. Exhibit 7 shows the full spectrum of weighted wages (from entry-level to experienced) by skill level for the 29 Public Safety occupations, ranging from below-middle-skill entry-level wages of \$15.79 to above middle-skill experienced wages of \$48.39.

**Exhibit 7: Public Safety Occupational Wages by Skill Level, Weighted by 2022 Jobs**



Notably, only 17% of the annual job openings in this sector have entry-level wages above the living wage; 88% are for middle-skill occupations, 12% are for above middle-skill occupations, and none are for below middle-skill occupations, as shown in Exhibit 8.

**Exhibit 8: Comparison of Living Wages by Public Safety Annual Openings and Skill Level**

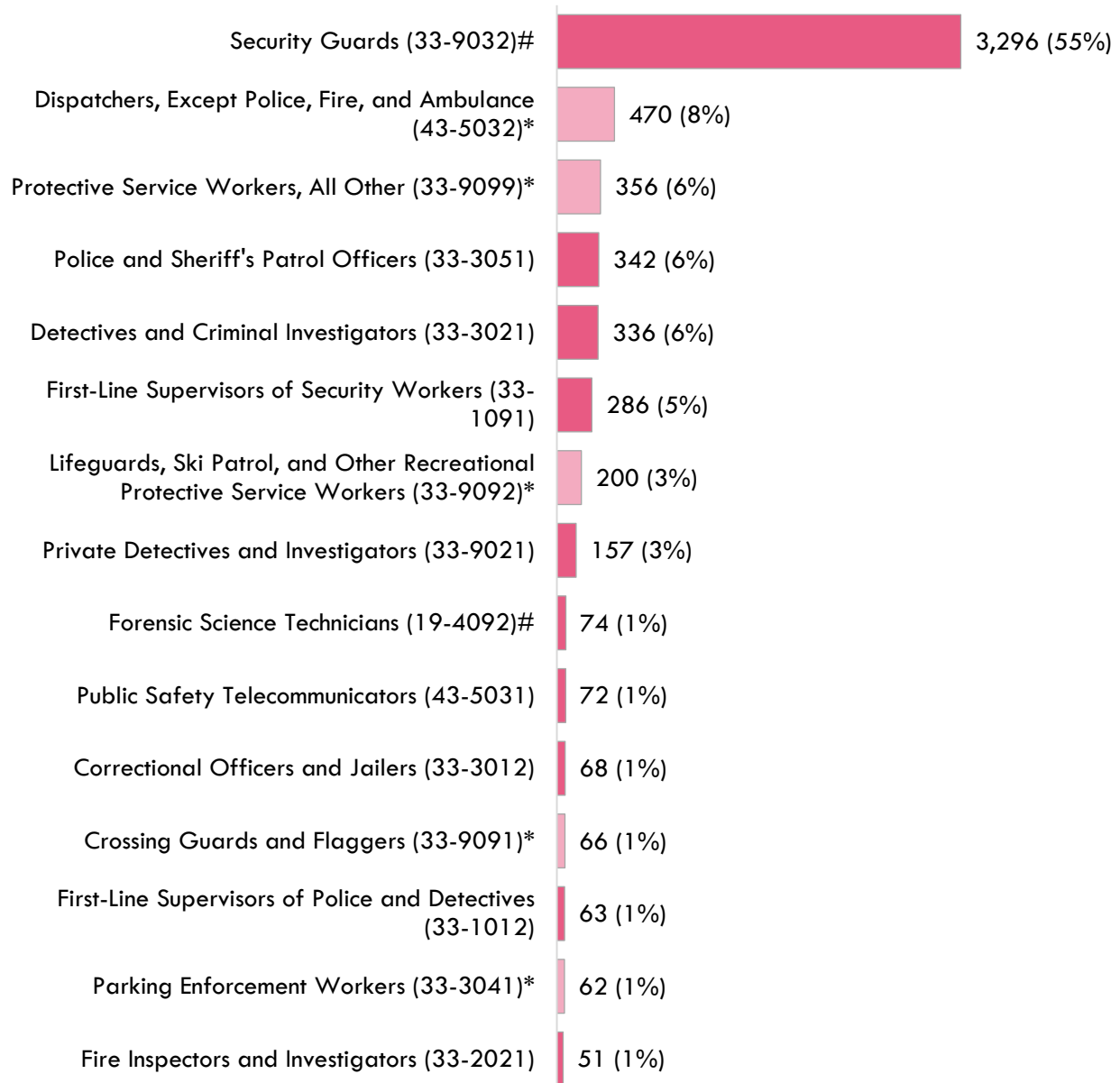


# JOB POSTINGS INFORMATION

## Job Postings in Orange County

Over the past 12 months (November 2023 – October 2024), there were 6,046 employer job postings within Orange County for all Public Safety occupations. Exhibit 9 shows the 15 occupations with the highest number of job postings, which represents approximately 98% of all job postings within the sector. Most notably, *Security Guards (33-9032)#*, a middle-skill occupation, comprise 55% of the job postings.

**Exhibit 9: Top 15 Public Safety Media Occupations by Number of Job Postings**



## Top Employers

Orange County’s Public Safety employers are diverse, as shown in Exhibit 10. Employers with postings for below middle-skill occupations, such as Ross Stores, Nordstrom, and AppleOne are major retail stores or staffing agencies that focus on general security positions. Employers with postings for middle-skill occupations include a mix of security companies (Securitas), government departments/agencies (United States Department of Homeland Security), and large corporations (Target). These jobs typically require more specialized skills, vocational training, apprenticeship, and/or an associate degree. Employers in the above middle-skill category offer jobs that demand higher levels of expertise, often requiring advanced degrees or extensive experience for employers including OC Health Care Agency and Department of Corrections and Rehabilitation. Allied Universal is the only employer that appears in all three groups.

**Exhibit 10: Top 10 Public Safety Regional Employers with the Most Job Postings by Skill Level**

Below Middle-Skill*	Middle-Skill	Above Middle-Skill^
1. All City Management Services	1. Allied Universal	1. OC Health Care Agency
2. Ross Stores	2. Securitas	2. AMR
3. TJX	3. United States Department of Homeland Security	3. University of California
4. Ross-Shire Engineering	4. Federal Bureau of Investigation	4. Rite of Passage
5. Barker and Sons Plumbing	5. Target	5. Elevance Health
6. Nordstrom	6. GardaWorld	6. City of Hope
7. Geopaq Logic	7. Star Pro Security Patrol	7. California State University
8. AppleOne	8. Patrol One	8. City of Irvine
9. Allied Universal	9. Safeguard on Demand	9. Department of Corrections and Rehabilitation
10. Marriott International	10. Superior Protection Services	10. Allied Universal

## Top Job Titles

Below middle-skill job titles such as Lifeguards, School Crossing Guards, and Loss Prevention Agents typically require minimal training, emphasize basic safety procedures, and involve straightforward, task-focused responsibilities. Middle-skill job titles such as Security Officers and Access Control Security Officers reflect positions that involve more responsibility and training, such as with firearms. Above middle-skill job titles typically require technical complexity and advanced education or specialized training, such as Emergency Managers and Deputy Probation Officers. Job titles by skill level are shown in Exhibit 11.

**Exhibit 11: Top Public Safety Job Titles in Orange County by Skill Level**

Below Middle-Skill *	Middle-Skill	Above Middle-Skill^
1. Dispatchers	1. Security Officers	1. Emergency Managers
2. Lifeguards	2. Security Guards	2. Emergency Preparedness Managers
3. Store Protection Specialists	3. Access Control Security Officers	3. Emergency Response Managers
4. School Crossing Guards	4. Unarmed Security Officers	4. Game Night Staff
5. Asset Protection Specialists	5. Patrol Security Guards	5. Management Coordinators
6. Asset Protection Agents	6. Hospital Security Officers	6. Deputy Probation Officers
7. Loss Prevention Officers	7. Security Patrol Officers	7. Emergency Management Coordinators
8. Aquatics Lifeguards	8. Armed Security Officers	8. Directors of Emergency Services
9. Lifeguards/Swim Instructors	9. Unarmed Security Guards	9. Armed Security Officers
10. Loss Prevention Detectives	10. Medical Center Security Officers	10. Adventure Coordinators

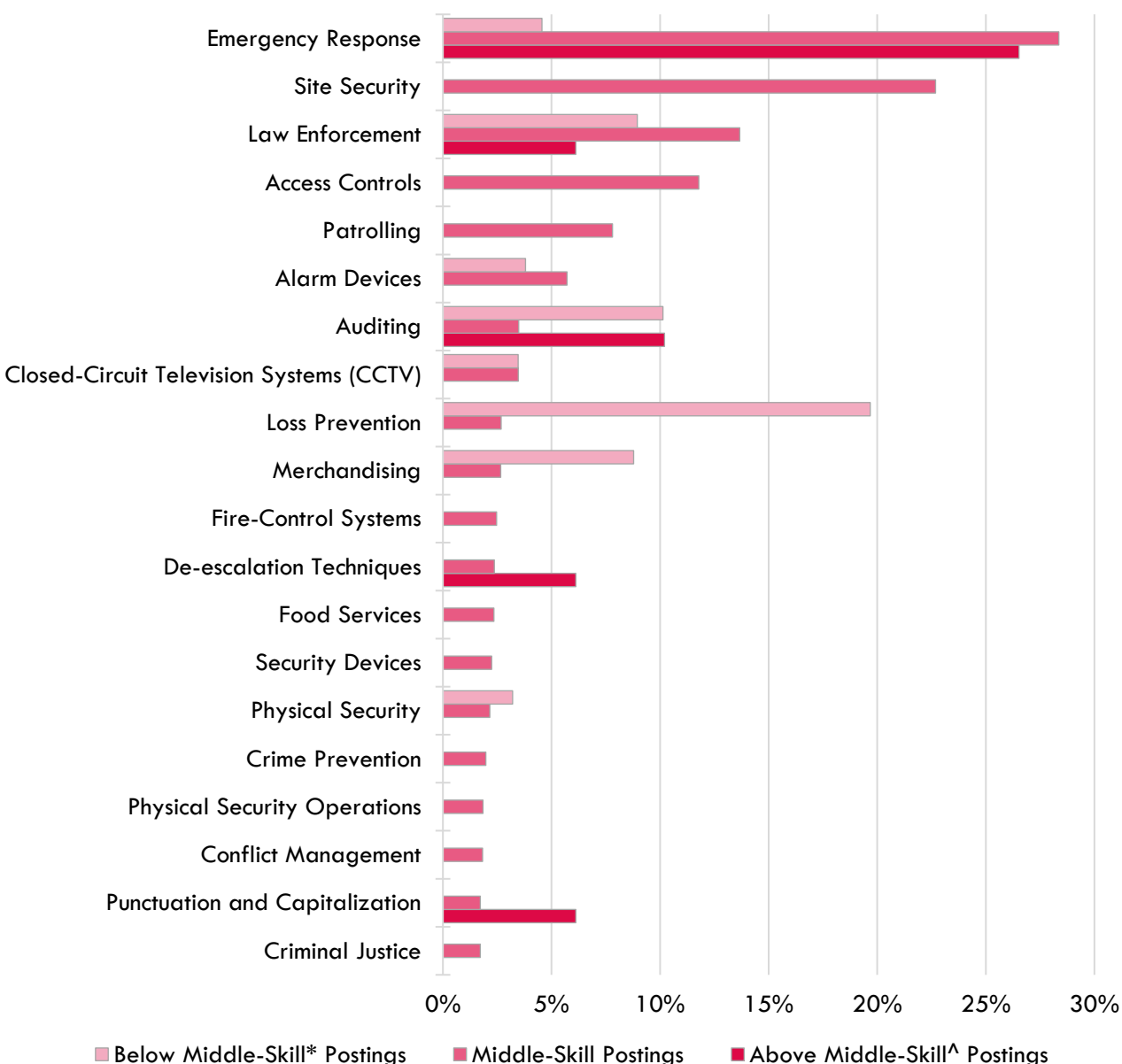
## Skills in Job Postings

There are three types of skills listed in job postings: specialized (“technical” or “hard”), common (“soft” or “human”), and computer skills.

### Top Specialized Skills

Among the 20 specialized skills listed, only three (3) are common across all three occupational skill levels: emergency response, law enforcement, and auditing. Loss prevention (20%) is the highest requested skill in below middle-skill postings, indicating its significance in jobs such as *Protective Service Workers, All Other (33-9099)\**. Skills like emergency response (28%) and site security (23%) are prevalent in middle-skill occupations, such as *Security Guards (33-9032)#* and *First-Line Supervisors of Security Workers (33-1091)*. Notably, the only five skills for above middle-skill postings are emergency response (27%), auditing (10%), law enforcement (6%), de-escalation techniques (6%), and punctuation and capitalization (6%), as shown in Exhibit 12.

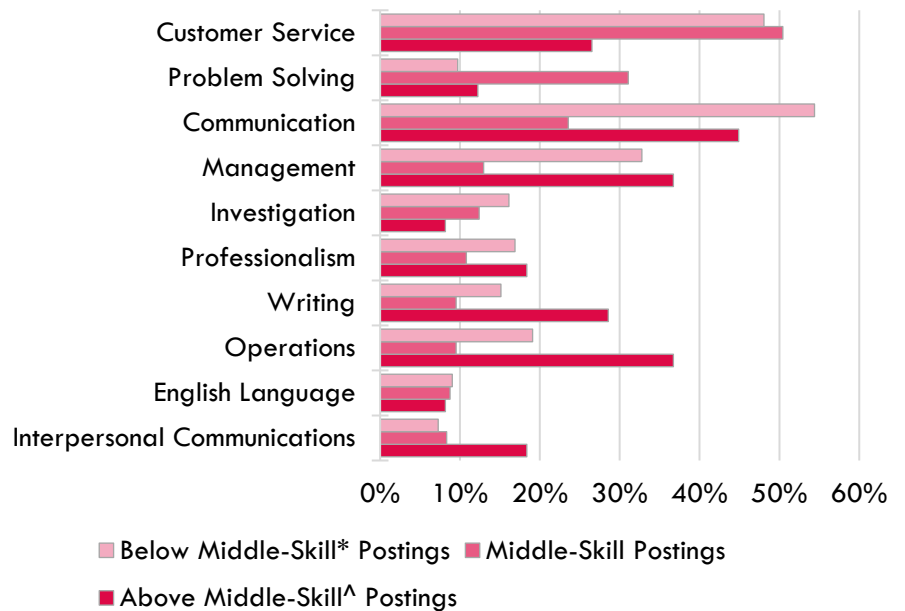
**Exhibit 12: Top 20 Specialized Skills in Public Safety Occupations**



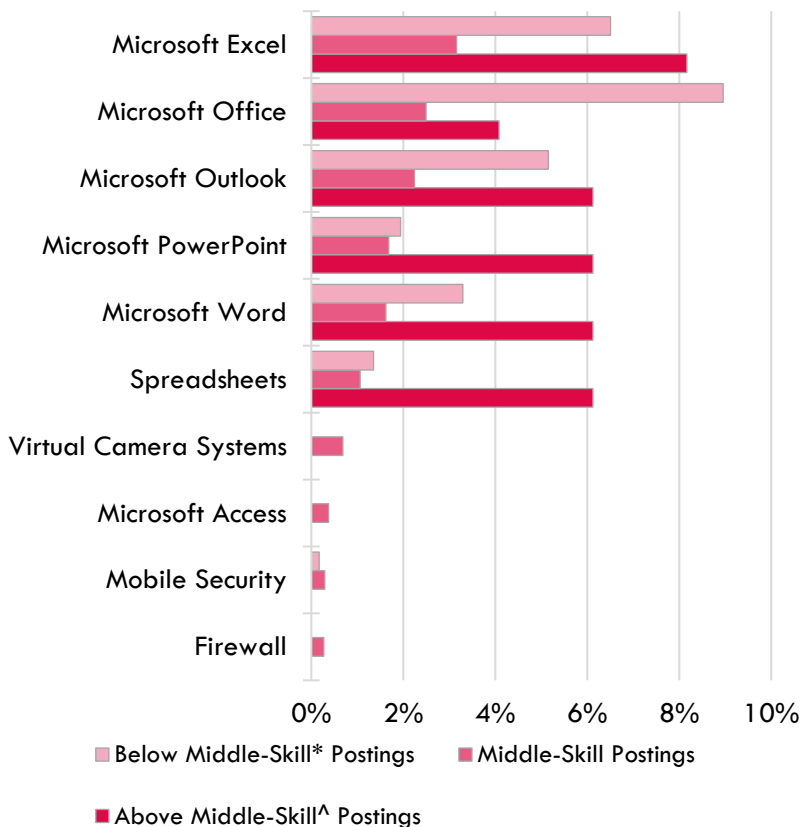
## Top Common Skills

Among the top 10 common skills listed in Exhibit 13, there are notable differences in the most frequently demanded overall. Communication is more highly requested in above middle-skill (45%) and below middle-skill (54%) postings, than in middle-skill (24%) postings. Similarly, customer service is requested in 50% of middle-skill, 48% of below middle-skill, and 27% of above middle-skill postings. Comparatively, above middle-skill postings rank communication (45%), management (37%) and operations (37%) as the most requested common skills.

**Exhibit 13: Top 10 Common Skills in Public Safety Occupations**



**Exhibit 14: Top 10 Computer Skills in Public Safety Occupations**



## Top Computer Skills

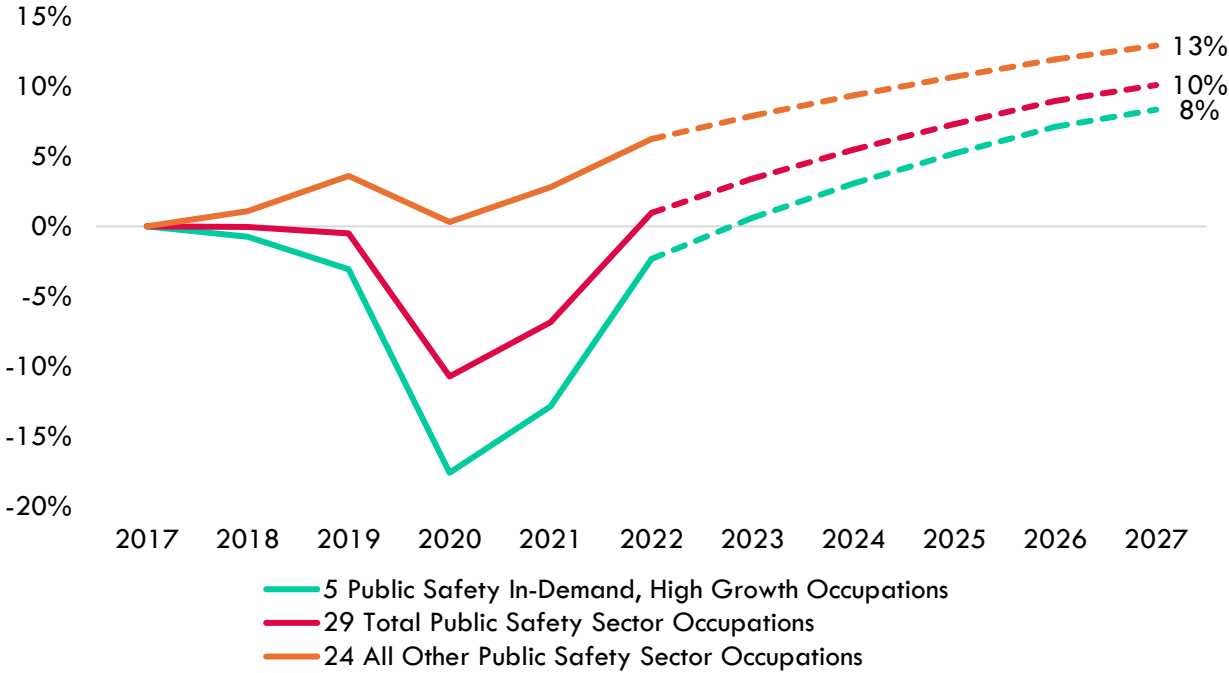
Computer skills are not requested nearly as often as those in the other skills categories within the Public Safety sector. However, in general, they are most frequently requested in above middle-skill job postings. Microsoft Excel is mentioned in 8% of above middle-skill postings, 7% of below middle-skill postings, and 3% of middle-skill. Similarly, Microsoft Office is the highest in below middle-skill postings (9%), compared to 4% in above middle-skill and 2% in middle-skill postings. The top 10 computer skills are shown in Exhibit 14.

# KEY OCCUPATIONS DRIVING EMPLOYMENT

There are five Public Safety occupations, 17% of the total 29 occupations in the sector, that have a significant number of jobs and annual openings and are projected to have high growth through 2027. Notably, employment for these five key occupations declined significantly in 2020 due to the COVID-19 pandemic. This is because many of the settings for these jobs, such as schools for crossing guards and public pools for lifeguards, were closed to protect public health. Employment for the 24 other Public Safety occupations remained flat during the same period. Due to this dramatic decline in 2020 and the resulting significant rebound required of these five occupations once re-opening of facilities occurred, these key occupations are projected to only increase a total of 8% from 2017 to 2027, which is less than the 13% projected increase during the same period for the 24 other occupations in the Public Safety Sector, as shown in Exhibit 15.

Additionally, some of the 24 other Public Safety occupations are projected to have high growth but did not meet the other criteria to be considered Key Occupations Driving Employment, which is another reason employment for the 24 other Public Safety occupations are projected to increase at a higher rate than the five Key Occupations. For example, *First-Line Supervisors of Police and Detectives (33-1012)* met the growth criteria but is projected to have 57 annual openings, which is below the median threshold of 63.5 annual job openings to be considered in-demand.

**Exhibit 15: Public Safety Employment Change, 2017-2027**

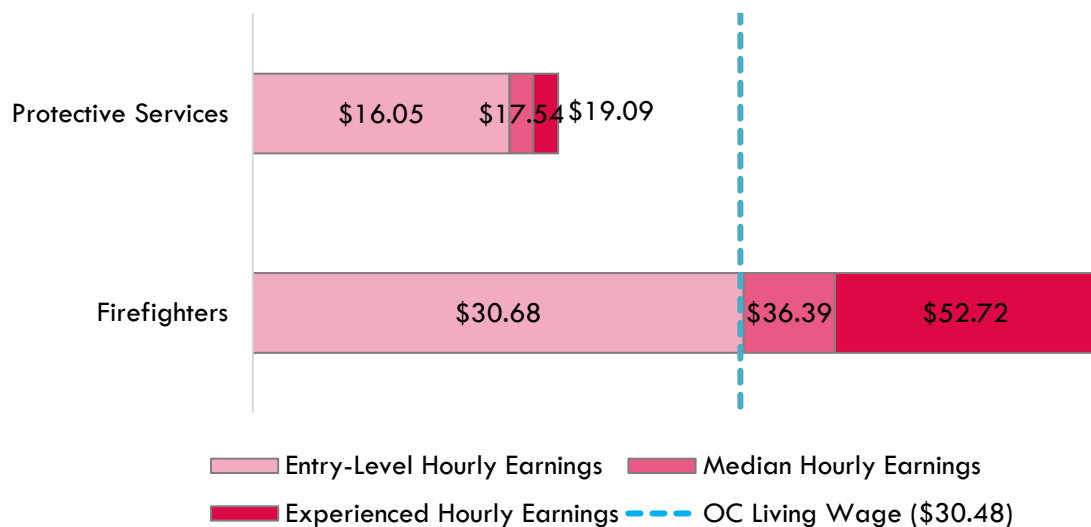


Key occupations driving employment in the Public Safety sector can be grouped into two broad categories:

<b>Firefighters</b>	<ul style="list-style-type: none"> <li>• <i>Firefighters (33-2011)</i></li> </ul>
	<ul style="list-style-type: none"> <li>• <i>Security Guards (33-9032)#</i></li> <li>• <i>Crossing Guards and Flaggers (33-9091)*</i></li> </ul>
<b>Protective Services</b>	<ul style="list-style-type: none"> <li>• <i>Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers (33-9092)*</i></li> <li>• <i>Protective Service Workers, All Other (33-9099)*</i></li> </ul>

Wages for these high-growth occupations vary significantly. Notably, entry-level (\$16.12), median (\$16.94), and experienced (\$20.02) wages are significantly below the living wage for the Protective Services group. Conversely, base wages at all levels are above the living wage for the Firefighters group. Exhibit 16 shows the wage range for these key occupation groups.

**Exhibit 16: Wages by Key Public Safety Occupation Group, Weighted by 2022 Jobs**





Though these key occupations comprise 17% of the total number of occupations, they accounted for 66% of the Public Safety Sector’s online job postings over the past 12 months, as shown in Exhibit 17. It is important to note that the number of job postings for the Firefighters group is low because public agencies, such as the Orange County Fire Authority and Huntington Beach Fire Department, use a single job posting to create a pool of qualified applicants and fill positions as needed.

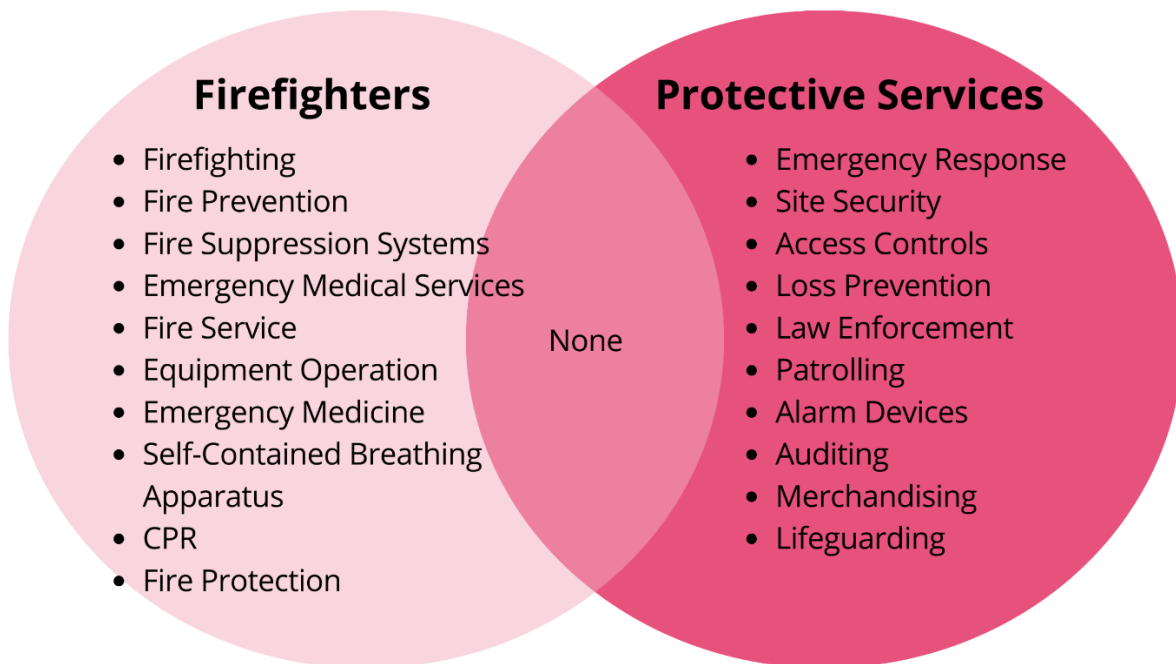
**Exhibit 17: Number of Job Postings by Key Public Safety Occupation Group**

Key Occupation Group	Number of Postings	% of Total Other Sector Postings
Protective Services	3,918	65%
Firefighters	32	1%
<b>Total</b>	<b>3,950</b>	<b>66%</b>

There is no overlap in skills requested by employers in online job postings for these two key occupation groups, as shown in .

- Skills for the Firefighters group are directly related to firefighting, fire prevention, and fire suppression.
- Protective Services skills involve a variety of areas such as loss prevention, patrolling, and lifeguarding.

**Exhibit 18: Public Safety Key Occupations Skills Analysis**



The following sections highlight trends, specific occupations, and examine emerging topics and areas for these two key occupation groups driving employment in the Public Safety Sector.

## Firefighters

There is only one middle-skill occupation in the Firefighters key occupation group: *Firefighters (33-2011)*.

### Firefighter, Paramedic, and EMT Shortage

As fire season becomes longer due to climate change, federal, state, and local fire authorities have reported firefighter shortages, making response times longer. In fall of 2024, there were over 3,000 fire personnel fighting the Line Fire in San Bernardino County and more than 600 fire personnel fighting the Airport Fire in Orange County as both fires burned concurrently.<sup>9</sup> Additionally, fire departments and other emergency response employers across Southern California have reported shortages of Emergency Medical Technicians (EMT) and paramedics. In 2023, Orange County's Emergency Medical Services Medical Director stated, "we do have a shortage of both EMTs and paramedics...there is not much we can do to expedite a remedy of the situation."<sup>10</sup> Note, see the [Health Sector Profile](#) for more information on EMTs.

Other agencies throughout Southern California have come up with solutions such as offering additional benefits and providing career development opportunities, including hiring EMTs and covering the cost of paramedic schooling.<sup>11</sup> Though not all fire departments throughout California require an Emergency Medical Technician (EMT) certification, many do. A 2023 analysis of entry-level firefighting careers throughout the state found that fire departments generally prefer to hire firefighters trained as both firefighters and EMTs/paramedics.<sup>12</sup> However, some fire departments are waiving EMT/paramedic requirements due to a shortage of qualified candidates.

### Firefighter Hiring and Training Practices

As noted above, there were only 32 online job postings for *Firefighters (33-2011)* listed in the past 12 months in Orange County. There are multiple reasons for the low number of postings, including the fact that agencies typically use one job posting to fill multiple openings. Additionally, federal, state, local, and private agencies all use different methods to advertise openings for *Firefighters (33-2011)*.

#### Federal Agencies

- Advertise and hire through USAJOBS. In the western U.S., application deadline for wildland firefighters is usually mid-October, with selection completed by mid-February.

#### CalFire

- Advertises positions only through its own website. Applications for seasonal firefighting positions are only accepted annually during November.

#### City and County Fire Departments

- Typically announce openings on their own website and may use other online job boards.

#### Private Contractors

- Typically post jobs on their own websites, as well as other online job boards.
- May offer in-house training that must be completed before an individual can be hired.

Federal, state, and local/municipal fire departments typically require additional training at in-house academies beyond the training offered at community college fire technology and fire academy programs. Larger agencies, such as the Los Angeles City Fire Department, have in-house academies that range from 15 to 22 weeks. Others throughout the state can range from 14 to 22 weeks.



### Protective Services

There are four occupations related to various services such as security, lifeguarding, recreation, and loss prevention, in the Protective Services group: *Security Guards (33-9032)#*, *Crossing Guards and Flaggers (33-9091)\**, *Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers (33-9092)\**, and *Protective Service Workers, All Other (33-9099)\**. *Security Guards (33-9032)#* is the only middle-skill occupation and is also considered a 2024 U.S. News & World Report 2024 Best Job.

### Lifeguard Shortage

The American Lifeguard Association and the American Red Cross have both reported shortages of lifeguards. One of the primary drivers of the recent shortage is the COVID-19 Pandemic, which limited the availability of swimming pools and subsequent lessons, leaving training facilities with a shortage of swimming instructors and lifeguards.<sup>13</sup> Another reason for the shortage is the perception that lifeguarding is a summer job for teenagers, rather than an essential public safety position. To address the shortage, the American Lifeguard Association has several recommendations, as shown below.<sup>14</sup>

#### Marketing and Training

- Promote lifeguarding as a career option instead of a summer job
- Offer free lifeguard training, first aid, and emergency response classes
- Provide bonuses and other financial incentives when hiring

#### Investment in Lifeguard Training

- Governments and community organizations should provide a range of programs, from basic lifeguarding to advanced emergency response certifications, to build a robust pipeline of skilled and qualified candidates
- Educational institutions should offer lifeguard training as part of their curriculum to "ensure lifeguard training is accessible to a more diverse group of candidates."

#### Other Innovative Solutions

- Hire retired emergency response professionals such as firefighters, EMTs, and paramedics
- Offer flexible schedule options to accommodate potential lifeguards

## Additional Public Safety Sector Trends

### Modern Policing

As a response to public interest in decreasing the use of force by law enforcement officials, California Assembly Bill 89 (AB 89), otherwise known as the Peace Officers Education and Age Conditions for Employment (PEACE) Act, was signed into law in 2021. AB 89 raised the minimum age for peace officers employed by an agency participating in the Peace Officers Standards and Training (POST) program from 18 to 21.<sup>15</sup> Currently, more than 600 agencies participate in the POST program.<sup>16</sup> Additionally, AB 89 directed the California Community College Chancellor's Office (CCCCO), with the advice of the POST Commission and other stakeholders, to develop a modern policing degree that included courses in psychology, communications, history, and other subject areas. The AB 89 task force met throughout 2022 and 2023 and submitted the California Assembly Bill 89 Modern Policing Degree Task Force Report and Recommendations to the legislature in October 2023.<sup>17</sup> However, AB 89 was unclear on the adoption of new minimum education requirements for peace officers.<sup>18</sup>

Senate Bill 1122 (SB 1122) was introduced in February 2024 to add additional specificity to the education requirements for peace officers in California. According to the bill's author, "SB 1122 adds clarity to education requirements for [peace officer candidates] including the timeline for completion of upcoming degree requirements under the PEACE Act." SB 1122 states "that a bachelor's degree or an associate's degree required for employment as a peace officer under these provisions may be obtained after completion of the POST program and within 36 months of employment as a peace officer."<sup>19</sup> However, as of June 13, 2024, SB 1122 failed from further passage despite having passed some legislative hurdles.<sup>20</sup> Nonetheless, community colleges throughout the state are updating their criminal justice programs to accommodate AB 89 despite its inherent ambiguity.



# PUBLIC SAFETY SUPPLY

Orange County’s educational institutions provide programs tailored to equip students with skills suited for different levels of occupations within the Public Safety sector. The following visuals outline the average number of awards conferred by both community colleges and non-community colleges per year, program observations from COCI.<sup>21</sup>, as well as the regional programs and institutions that have conferred the most awards.



**1,354**

community college awards



**2,058**

non-community college awards



**3,412**

total awards conferred

## COCI Observations

- There are 34 unique Public Safety programs offered by Orange County community colleges.
- Most programs (56%) are for Associate/Associate for Transfer degrees, followed by Certificates of Achievement (41%) and Noncredit awards (3%).
- Santa Ana offers the most Public Safety programs (10), followed by Golden West (7) and Irvine Valley (5).
- The plurality of awards are listed under the 2105.00 Administration of Justice TOP code (47%), distantly followed by 2133.00 Fire Technology (21%) and 2105.30 Industrial and Transportation Security (12%).

## Top Program Awards

**Community College:**  
 Administration of Justice: 507  
 Fire Technology: 386  
 Police Academy: 280  
 Human Services: 133  
 Corrections: 23

**Non-Community College:**  
 Biology/Biological Sciences, General: 1,036  
 Criminal Justice/Safety Studies: 413  
 Social Work: 347  
 Chemistry, General: 229  
 Security and Loss Prevention Services: 33

## Most Awards

**Community College:**  
 Santa Ana: 814  
 Golden West: 178  
 Fullerton: 130  
 Cypress: 84  
 Irvine Valley: 66

**Non-Community College:**  
 University of California-Irvine: 910  
 California State University-Fullerton: 703  
 University of Massachusetts Global: 288  
 Chapman University: 54  
 UEI College-Garden Grove: 33

## Community College Student Outcomes

In the 2021-2022 academic year, Orange County community college students accounted for 14% of all Public Safety community college students in California. The visuals below show the Strong Workforce Program (SWP) metrics for the Public Safety sector in Orange County by academic year.<sup>22</sup>



**17,118**

SWP Students  
(2021-22)



**754**

SWP Students Who  
Earned a Degree or  
Certificate or Attained  
Apprenticeship Journey  
Status (2021-22)



**512**

SWP Students Who  
Transferred to a Four-  
Year Postsecondary  
Institution (2019-20)



**\$81,036**

Median Annual Earnings  
for SWP Exiting Students  
(2020-21)



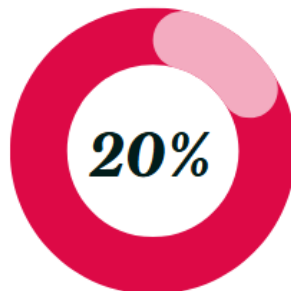
SWP Students Who  
Earned 9 or More Career  
Education Units in the  
District in a single Year  
(2021-22)

**Not  
Available**

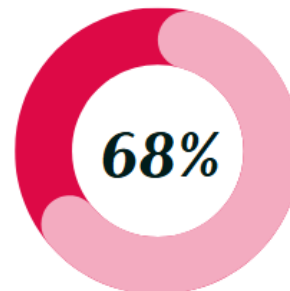
SWP Students Who  
Completed a Noncredit  
CTE or Workforce  
Preparation Course  
(2021-22)



SWP Students with a Job  
Closely Related to Their Field  
of Study (2019-20)



Median Change (Gain) in  
Earnings for SWP Exiting  
Students (2020-21)



SWP Exiting Students Who  
Attained the Living Wage  
(2020-21)

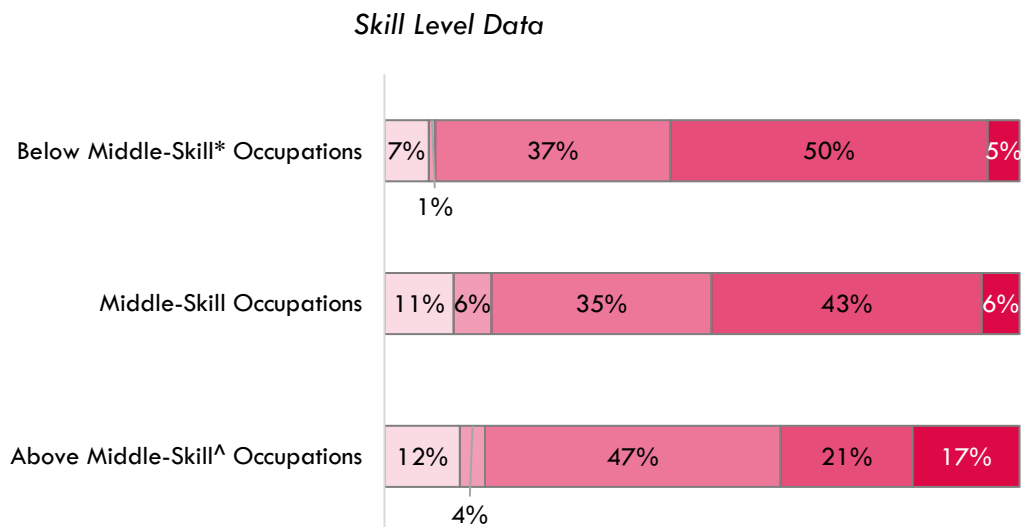
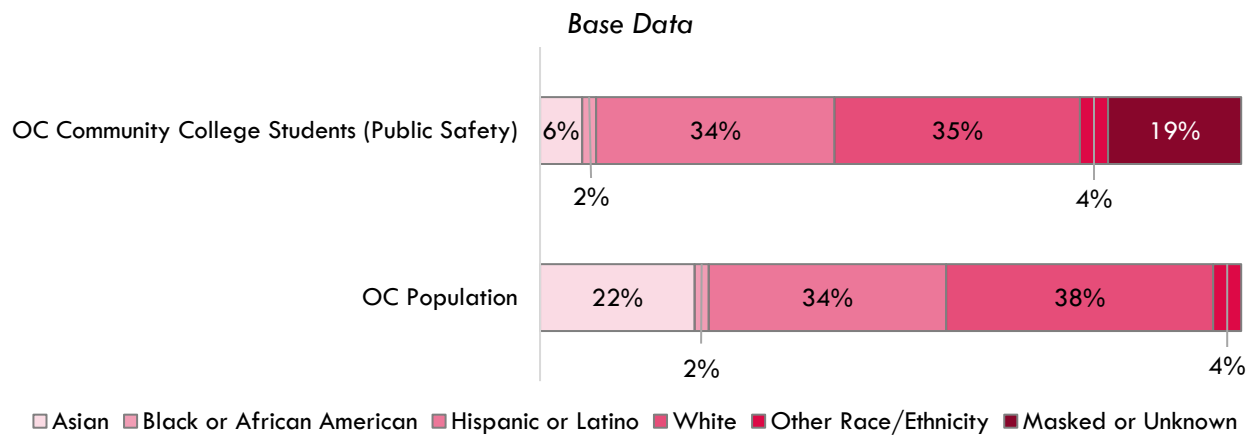
# DEMOGRAPHICS

## Ethnicity

Exhibit 19 shows the ethnicity of Orange County community college students enrolled in Public Safety programs compared to the overall Orange County population and the three skill-level occupational groups. Notably, 69% of Public Safety students are either white (35%) or Hispanic or Latino (34%), which is slightly below the population (72% - 38% Hispanic or Latino and 34% white).

White workers are the majority in below middle-skill occupations (50%) and middle-skill occupations (43%), while Hispanic or Latino workers are the majority in above middle-skill occupations (47%).

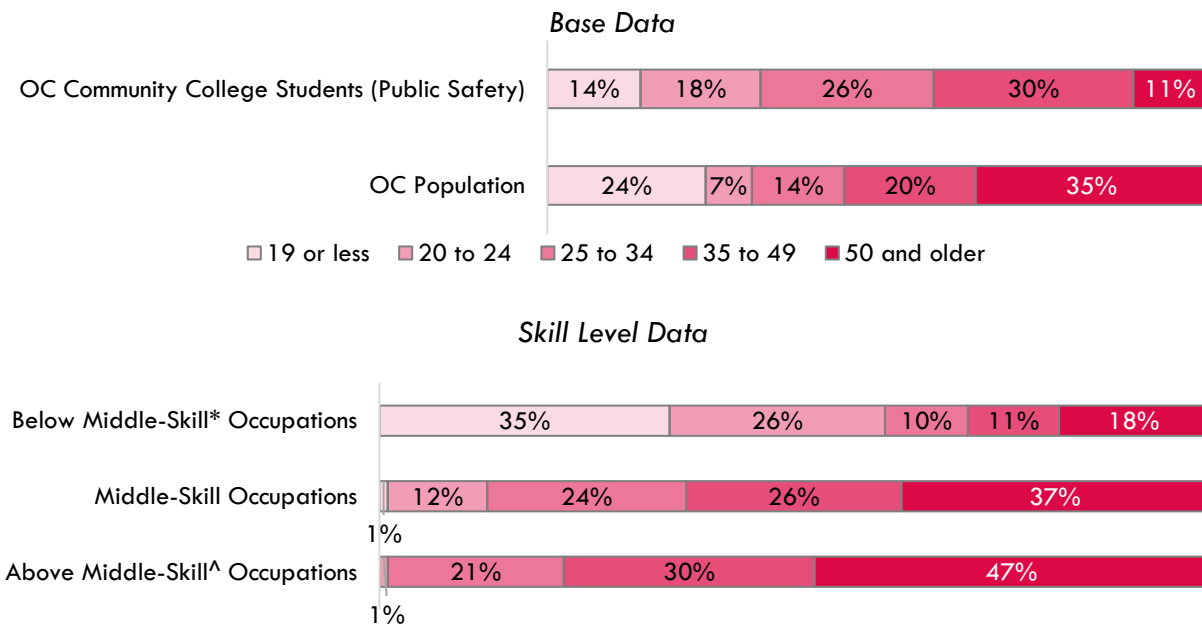
**Exhibit 19: Public Safety Sector Demographics by Ethnicity**



## Age Group

Exhibit 20 shows the age of Orange County community college students enrolled in Public Safety programs compared to the overall Orange County population and the three skill-level occupational groups. Nearly half (47%) of workers in above middle-skill occupations are 50 or older, which is higher than the population (35%) and community college Public Safety students (11%). Notably, more than one-third of below middle-skill workers (35%) are 19 or less, which is higher than Orange County population of the same age group (24%).

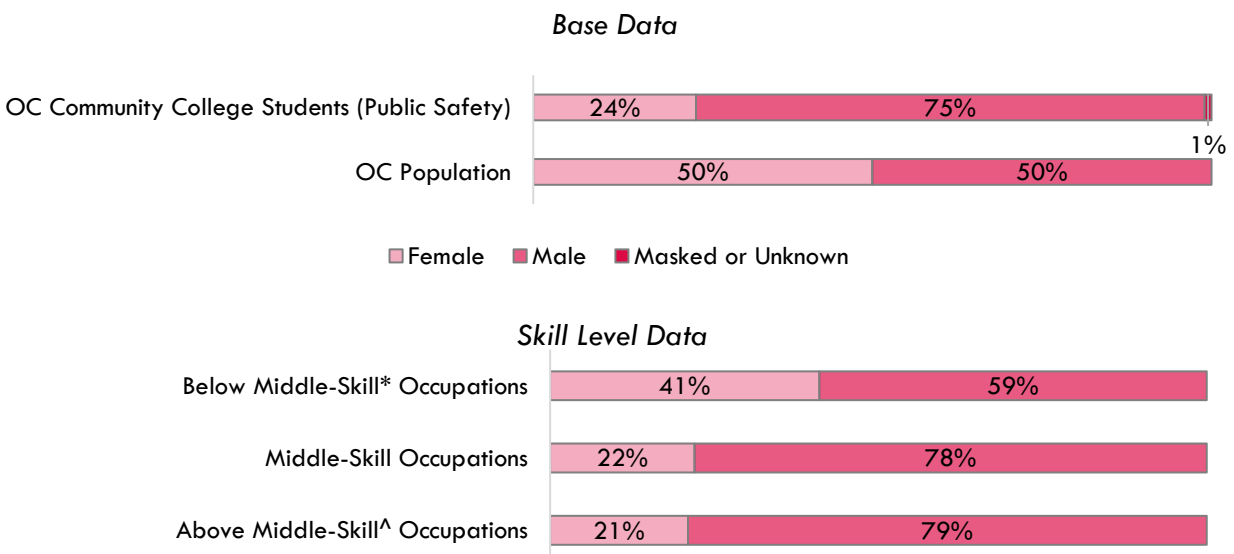
**Exhibit 20: Public Safety Sector Demographics by Age Group**



## Sex

Exhibit 21 shows the sex of Orange County community college students enrolled in Public Safety programs compared to the overall Orange County population and the three skill-level occupational groups. Though the population is split evenly between men and women, 75% of Public Safety students and between 59% and 79% of workers in these occupations are men.

**Exhibit 21: Public Safety Sector Demographics by Sex**





# PUBLIC POLICY AND FUNDING OPPORTUNITIES

## Federal Policy

Many laws and regulations, such as training requirements and disciplinary frameworks, that impact various Public Safety occupations are typically governed by individual states. However, some U.S. legislation expands federal law enforcement authority, fund public safety initiatives, and supports efforts in public safety and resilience planning. The following are a sample of federal policies covering these areas:

- **Emergency Planning and Community Right-to-Know Act (EPCRA):** Enacted in 1986, the EPCRA was developed to assist “local communities protect public health, safety, and the environment from chemical hazards.”<sup>23</sup> Each state is required to appoint a State Emergency Response Commission and district-level committees for emergency planning. Firefighters, government, and health officials, are necessary partners in the planning process..<sup>24</sup>
- **USA Patriot Act:** Also known as the “Patriot Act” or the “Uniting and Strengthening America by Providing Appropriate Tools Required to Intercept and Obstruct Terrorism Act,” the USA Patriot Act was passed following the September 11, 2001, terrorist attacks and it enhanced federal law enforcement capabilities to deter and penalize acts of terror..<sup>25</sup>
- **Violent Crime Control and Law Enforcement Act of 1994:** Also known as the Crime Bill, this piece of legislation offered \$9.7 billion and \$6.1 billion to prisons and prevention programs, respectively, provided for a 100,000-person expansion of the police force, created the Office of Community Oriented Policing Services, and included the Violence Against Women Act, which established the Office on Violence Against Women..<sup>26</sup> The Crime Bill has proven to be controversial, having funded operations accused of fueling mass incarceration..<sup>27</sup>

## State Policy

California state legislation provides protections and rights for Public Safety workers – including those under investigation or disciplinary proceedings, details permissible activities while in uniform and specifies requirements for entering the field. Below is a list of some California laws impacting workers in the Public Safety sector as well as individuals considering joining the police force:

- **Assembly Bill (AB) 392:** This bill restricts law enforcement’s use of deadly force to only ‘necessary’ situations, whereas it was previously permissible under ‘reasonable’ circumstance, and the law bans officers from shooting fleeing felons who present no immediate threat..<sup>28</sup>
- **California Public Safety Officers Procedural Bill of Rights Act:** This legislation, commonly referred to as the “Peace Officer Bill of Rights,” “POBR,” or “PSOPBRA,” outlines the procedural protections and rights employing agencies must provide their public safety officer employees who are under investigation or discipline..<sup>29</sup>
- **Firefighters Procedural Bill of Rights Act:** Commonly referred to as the Firefighter Bill of Rights, details rights and protections afforded to firefighters, including those exercised during administrative investigations or some pertaining to polygraph tests and political engagements..<sup>30</sup>
- **Peace Officers Education and Age Conditions for Employment (PEACE) Act (AB 89):** Enacted in 2021, the PEACE Act increased the minimum age to become a peace officer at agencies participating in the Peace Officers Standards and Training (POST) program to 21 and it instructed the California Community College Chancellor’s Office (CCCCO), in collaboration with stakeholders, to design a modern policing degree..<sup>31</sup>

Pursuant to the directives outlined in the PEACE Act, the CCCCCO presented the state legislature with the California Assembly Bill 89 Modern Policing Degree Task Force Report and Recommendations in October

2023.<sup>32</sup> Due to ambiguities in the law’s language, there is no clear indication of how revisions to the minimum education requirements would be instated; specifically, if POST holds statutory authority to implement these changes on its own.<sup>33</sup> In February 2024, Senate Bill 1122 (SB 1122) was introduced, specifying that peace officers would need either an associate or bachelor’s degree, which could be obtained within 3 years of employment as peace officers and after having completed the POST program; however, as of June 13, 2024, SB 1122 failed from further passage despite having passed some legislative hurdles.<sup>34</sup> *Note, this section includes updated and/or revised details due the availability of clarifying references since the release of earlier published labor market assessments briefs from the OC COE.*

### Funding Opportunities:

Several federal and state financial initiatives are available for further investment into the Public Safety sector. While not an exhaustive list, the following provides a sample of available sector-specific funding opportunities:

- **Assistance to Firefighters Grant Program (AFG):** The AFG, offered by the Federal Emergency Management Agency (FEMA), provides financial support to eligible entities, including fire departments. AFG funds qualifying activities, such as providing emergency personnel with standardized equipment and training as well as developing and implementing incident response programs centered around wellness, health, and resiliency.<sup>35</sup>
- **Wildfire Prevention Grant Program:** Granted by the San Gabriel and Lower Los Angeles Rivers and Mountains Conservancy, offers funds aimed at conserving native ecosystems, assisting communities in improving fire safety and wildfire resilience, as well as supporting workforce development, in addition to other qualifying activities.<sup>36</sup>



# APPENDIX A: METHODOLOGY

## Traditional Labor Market Data Methodology

The COE analyzed traditional labor market demand information, which includes job counts, projections, wages, typical education requirements, for the Public Safety sector. Traditional labor market demand data was sourced from Lightcast (Datarun 2023.4), a labor market analytics firm that aggregates data from public statistical agencies including the Bureau of Labor Statistics, Census Bureau, and the California Employment Development Department. Living wage data was sourced from the Insight Center California Family Needs Calculator.<sup>37</sup> The traditional labor market demand data analyzed in this report includes:

- **2022 Jobs:** the number of jobs by industry and occupation in 2022.
- **2027 Jobs:** the projected number of jobs by industry and occupation in 2027. Projections are based on the assumption that past trends will continue into the future, including the assumption that the economy, during the projection period, will be at approximately full employment. Projections do not consider potential recessions or labor shocks, such as natural disasters or pandemics, and are intended to capture structural change in the economy over time.
- **Change:** the projected change in the number of jobs, expressed as an actual number and a percentage.
- **Average Annual Openings (Demand):** the projected number of annual job openings. This figure is the sum of job growth and replacement jobs. Job growth is the result of job creation while replacement jobs are the result of retirements and workers leaving the filled, creating the need to hire a replacement.
- **Hourly Wages:**
  - **Entry-level (25<sup>th</sup> percentile):** the typical entry-level wages for an occupation; 25% of workers earn less than this amount and 75% earn more.
  - **Median:** the median wages for an occupation; 50% of workers earn less than this amount and 50% earn more.
  - **Experienced (75<sup>th</sup> percentile):** the typical experienced-level wages for an occupation; 75% of workers earn less than this amount and 25% earn more.
- **Typical Entry-Level Education:** represents the typical education level needed to enter an occupation.
- **Educational Attainment:** the percentage of workers employed in an occupation by their highest level of education attained.

Demographic data for the Orange County population comes from the Census Bureau's American Community Survey (5-Year Estimates, 2018-2022). Demographic data for occupations was sourced via IPUMS USA and student demographic data was sourced from the LaunchBoard Community College Pipeline (2020-21 Academic Year).<sup>38,39</sup>

The COE also analyzed labor market supply data that is calculated using the number of awards conferred in related training programs at community college and non-community college institutions over the past three years of available data. Community college data is sourced from the California Community College Chancellor's Office Data Mart.<sup>40</sup> and includes the years 2020-2023; non-community college data is sourced from the Integrated Postsecondary Education Data System and includes the years 2019-2022.<sup>41</sup>

## Job Postings Analysis Methodology

In addition to traditional labor market information, the COE analyzed real-time labor market information using online job postings data sourced from Lightcast (Datarun 2024.4). The job postings data in this report covers the last 12 months of available data (November 2023 – October 2024). This data is derived from online job postings that are parsed and classified into industry and occupational groups using natural language processing (NLP) to determine the related company, industry, occupation, and other information for each job posting. Online job postings do not equate to labor market demand or replace traditional labor market data. They should only be considered a supplement to traditional LMI.

## APPENDIX B: SECTOR OCCUPATIONS

SOC	Occupation
33-3041	Parking Enforcement Workers*
33-9091	Crossing Guards and Flaggers*
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers*
33-9094	School Bus Monitors*
33-9099	Protective Service Workers, All Other*
43-5032	Dispatchers, Except Police, Fire, and Ambulance*
53-3011	Ambulance Drivers and Attendants, Except Emergency Medical Technicians*
19-4092	Forensic Science Technicians <sup>#</sup>
33-1011	First-Line Supervisors of Correctional Officers
33-1012	First-Line Supervisors of Police and Detectives
33-1021	First-Line Supervisors of Firefighting and Prevention Workers
33-1091	First-Line Supervisors of Security Workers
33-1099	First-Line Supervisors of Protective Service Workers, All Other
33-2011	Firefighters
33-2021	Fire Inspectors and Investigators
33-2022	Forest Fire Inspectors and Prevention Specialists
33-3011	Bailiffs
33-3012	Correctional Officers and Jailers
33-3021	Detectives and Criminal Investigators
33-3031	Fish and Game Wardens
33-3051	Police and Sheriff's Patrol Officers
33-3052	Transit and Railroad Police
33-9021	Private Detectives and Investigators
33-9031	Gambling Surveillance Officers and Gambling Investigators
33-9032	Security Guards <sup>#</sup>
33-9093	Transportation Security Screeners
43-5031	Public Safety Telecommunicators
11-9161	Emergency Management Directors <sup>^</sup>
21-1092	Probation Officers and Correctional Treatment Specialists <sup>^</sup>

## APPENDIX C: TOP CODES

TOP Code	Program Name
1307.30	Resort and Club Management*
2104.00	Human Services*
2104.50	Disability Services*
2105.00	Administration of Justice
2105.10	Corrections
2105.20	Probation and Parole
2105.30	Industrial and Transportation Security
2105.40	Forensics, Evidence, and Investigation
2105.50	Police Academy
2133.00	Fire Technology
2133.10	Wildland Fire Technology
2133.50	Fire Academy
2199.00	Other Public and Protective Services
2206.10	Geographic Information Systems*

**Note:** Four (4) programs are denoted with an asterisk (\*). The supply for these four TOP codes were added to the Public Safety Sector Profile because they crosswalk to Public Safety Sector occupations, even though the Chancellor's Office assigned the TOP code to a different sector.

In the last Community College Chancellor's Office [TOP code inventory](#), Resort and Club Management (1307.30) was classified as Retail, Hospitality, and Tourism; Human Services (2104.00) and Disability Services (2104.50) were Unassigned; and Geographic Information Systems (2206.10) was classified as Information and Communication Technologies (ICT)/Digital Media.

## APPENDIX D: END NOTES

- <sup>1</sup> "Orange County Labor Market Overview," Orange County Center of Excellence for Labor Market Research, last modified November 16, 2023, <https://coecc.net/orange-county/2023/11/orange-county-labor-market-overview/>.
- <sup>2</sup> "100 Best Jobs of 2024," U.S. News & World Report, accessed May 7, 2024, <https://money.usnews.com/careers/best-jobs/rankings/the-100-best-jobs>.
- <sup>3</sup> California Employment Development Department. 2024 California Jobs Market Briefing. 2024. [https://edd.ca.gov/siteassets/files/pdf\\_pub\\_ctr/2024\\_labor\\_market\\_report.pdf](https://edd.ca.gov/siteassets/files/pdf_pub_ctr/2024_labor_market_report.pdf).
- <sup>4</sup> Public Policy Institute of California. "Law Enforcement Staffing in California." Public Policy Institute of California. Last modified January 2024. <https://www.ppic.org/publication/law-enforcement-staffing-in-california/>.
- <sup>5</sup> *Ibid.*
- <sup>6</sup> "Top 2024 Trends for Emergency Services You Need to Know About." Police 1. Last modified January 2, 2024. <https://www.police1.com/communications/top-2024-trends-for-emergency-services-you-need-to-know-about>.
- <sup>7</sup> *Ibid.*
- <sup>8</sup> MIT Living Wage for Orange County, CA, accessed February 14, 2024, <https://livingwage.mit.edu/counties/06059>.
- <sup>9</sup> Alex Wigglesworth, Hayley Smith, and Hannah Fry, "Southern California Wildfires Worsen Firefighter Shortage As West Explodes," Yahoo News, last modified September 11, 2024, <https://www.yahoo.com/news/southern-california-wildfires-worsens-firefighter-225331782.html>.
- <sup>10</sup> Jeff Horseman, "Southern California Has a Paramedic Shortage. What's Being Done About It?," Orange County Register, last modified April 4, 2023, <https://www.ocregister.com/2023/04/02/southern-california-has-a-paramedic-shortage-whats-being-done-about-it/>.
- <sup>11</sup> *Ibid.*
- <sup>12</sup> "Entry-Level Firefighting Careers," Centers of Excellence for Labor Market Research, last modified June 14, 2023, <https://coecc.net/california/2023/03/entry-level-firefighting-careers/>.
- <sup>13</sup> Mouchard, Andre. "Why is Drowning on the Rise in Orange County and nationally?" Orange County Register, accessed June 17, 2024, <https://www.ocregister.com/2024/05/31/why-is-drowning-on-the-rise-in-orange-county-and-nationally/>.
- <sup>14</sup> "The Reasons for the Lifeguard Shortage and How to Address Them," American Lifeguard Association, last modified September 4, 2023, <https://americanlifeguardassociation.com/the-reasons-for-the-lifeguard-shortage-and-how-to-address-them/>.
- <sup>15</sup> California Legislature. Assembly. AB-89 Peace officers: minimum qualifications. 2021-2022 Regular Session, [https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill\\_id=202120220AB89](https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202120220AB89).
- <sup>16</sup> "About Us," Commission on Peace Officers Standards and Training, accessed June 25, 2024, <https://post.ca.gov/About-Us>.
- <sup>17</sup> "California Assembly Bill 89 Modern Policing Degree Task Force Report and Recommendations," California Community College Chancellor's Office, accessed June 25, 2024, <https://www.cccco.edu/-/media/CCCCO-Website/docs/report/2023-AB-89-Task-Force-Report-to-Legislature---FINAL.pdf?la=en&hash=734BC84521A88B49A0ADAD91AE1E289D031937C9>
- <sup>18</sup> "AB 89 – Raises Minimum Age For Peace Officers; Launches Development Of A Community College Degree In Modern Policing," Liebert Cassidy Whitmore, last modified November 3, 2021, <https://www.lcwlegal.com/news/ab-89-raises-minimum-age-for-peace-officers-launches-development-of-a-community-college-degree-in-modern-policing/>.
- <sup>19</sup> California Legislature. Senate. SB-1122 Peace officers: educational requirements. 2023-2024 Regular Session, [https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill\\_id=202320240SB1122](https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=202320240SB1122)
- <sup>20</sup> "SB 1122: Peace Officers: Educational Requirements," Digital Democracy, accessed June 27, 2024, [https://digitaldemocracy.calmatters.org/bills/ca\\_202320240sb1122](https://digitaldemocracy.calmatters.org/bills/ca_202320240sb1122).
- <sup>21</sup> California Community College Chancellor's Office, n.d. <https://coci2.cccotechcenter.org/programs>.
- <sup>22</sup> All SWP metrics are for 2021-2022 unless otherwise noted.

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- <sup>23</sup> "Summary of the Emergency Planning & Community Right-to-Know Act," United States Environmental Protection Agency, last modified October 21, 2024, <https://www.epa.gov/laws-regulations/summary-emergency-planning-community-right-know-act>.
- <sup>24</sup> *Ibid.*
- <sup>25</sup> "USA PATRIOT Act," Financial Crime Enforcement Network, accessed December 4, 2024, <https://www.fincen.gov/resources/statutes-regulations/usa-patriot-act>.
- <sup>26</sup> "50 Years of Building Solutions, Supporting Communities and Advancing Justice: 1994 Violent Crime Control and Law Enforcement Act," Office of Justice Programs of the U.S. Department of Justice, last modified February 14, 2020, <https://www.ojp.gov/ojp50/1994-violent-crime-control-and-law-enforcement-act>.
- <sup>27</sup> Lauren-Brooke Eisen, "The 1994 Crime Bill and Beyond: How Federal Funding Shapes the Criminal Justice System," Brennan Center for Justice, last modified September 9, 2019, <https://www.brennancenter.org/our-work/analysis-opinion/1994-crime-bill-and-beyond-how-federal-funding-shapes-criminal-justice>.
- <sup>28</sup> Anita Chabria, "Newsom signs 'Stephon Clark's Law,' setting new rules on police use of force," *Los Angeles Times*, August 19, 2019, <https://www.latimes.com/politics/la-pol-ca-california-police-use-of-force-law-signed-20190711-story.html>.
- <sup>29</sup> Michael P. Baranic, "Guide to Understanding The Public Safety Officers Procedural Bill of Rights Act," San Diego County's Sheriff's Department, accessed December 4, 2024, [https://apps.sdsheriff.net/PublicDocs/SB978/Human%20Resource%20Services%20Bureau/Professional%20Staff%20Development/Professional%20Staff%20Training/Department%20Supervisor/POBR%20-%20In%20Sheriff%20\(201909%20MPB\).pdf](https://apps.sdsheriff.net/PublicDocs/SB978/Human%20Resource%20Services%20Bureau/Professional%20Staff%20Development/Professional%20Staff%20Training/Department%20Supervisor/POBR%20-%20In%20Sheriff%20(201909%20MPB).pdf).
- <sup>30</sup> "What Are My Rights Under FBOR?," Mastagni Holstedt, A.P.C, accessed December 4, 2024, <https://www.mastagni.com/for-public-safety/what-are-my-rights-under-fbor/>.
- <sup>31</sup> California, Assembly, *Peace officers: minimum qualification*, AB 89, introduced in the Assembly December 7, 2020, signed by Governor September, 30, 2021, [https://leginfo.ca.gov/faces/billNavClient.xhtml?bill\\_id=202120220AB89](https://leginfo.ca.gov/faces/billNavClient.xhtml?bill_id=202120220AB89).
- <sup>32</sup> "California Assembly Bill 89 Modern Policing Degree Task Force Report and Recommendations," California Community College Chancellor's Office, accessed December 5, 2024, <https://www.cccco.edu/-/media/CCCCO-Website/docs/report/2023-AB-89-Task-Force-Report-to-Legislature---FINAL.pdf?la=en&hash=734BC84521A88B49A0ADAD91AE1E289D031937C9>.
- <sup>33</sup> "AB 89 – Raises Minimum Age For Peace Officers; Launches Development Of A Community College Degree In Modern Policing," Liebert Cassidy Whitmore, last modified November 3, 2021, <https://www.lcwlegal.com/news/ab-89-raises-minimum-age-for-peace-officers-launches-development-of-a-community-college-degree-in-modern-policing/>.
- <sup>34</sup> "SB 1122: Peace Officers: Educational Requirements," Digital Democracy, accessed December 5, 2024, [https://digitaldemocracy.calmatters.org/bills/ca\\_202320240sb1122](https://digitaldemocracy.calmatters.org/bills/ca_202320240sb1122).
- <sup>35</sup> "View Grant Opportunity: DHS-24-GPD-044-00-98: Assistance to Firefighters Grant Program (AFG)," Grants.gov, last modified November 6, 2024, <https://www.grants.gov/search-results-detail/356998>.
- <sup>36</sup> "Wildfire Prevention Grant Program," California Grants Portal, last modified September 18, 2024, <https://www.grants.ca.gov/grants/wildfire-prevention-grant-program/>.
- <sup>37</sup> "Family Needs Calculator," Insight Center, last modified May 20, 2021, <https://insightccd.org/family-needs-calculator/>.
- <sup>38</sup> "Cal-PASS Plus - Community-College-Pipeline," Cal-PASS Plus, n.d. <https://www.calpassplus.org/LaunchBoard/Community-College-Pipeline.aspx>.
- <sup>39</sup> Steven Ruggles, Sarah Flood, Matthew Sobek, Daniel Backman, Annie Chen, Grace Cooper, Stephanie Richards, Renae Rodgers, and Megan Schouweiler. IPUMS USA: Version 15.0 [American Community Survey 2017-2021 5-Year Sample]. Minneapolis, MN: IPUMS, 2024. <https://doi.org/10.18128/D010.V15.0>
- <sup>40</sup> California Community Colleges Chancellor's Office - Data Mart, n.d. <https://datamart.cccco.edu/>.
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### Important Disclaimers

All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. This study examines the most recent data available at the time of the analysis; however, data sets are updated regularly and may not be consistent with previous reports. Efforts have been made to qualify and validate the accuracy of the data and the report findings; however, neither the Centers of Excellence for Labor Market Research (COE), COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommendations.

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